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the actual working hours, make such a long day as to leave insufficient time for physical rest and for recreation and enjoyment of family associations.

In a large way there is evident in the *milieu social* a greater homogeneity or social density. In short, the advantages of the system are evident and of great importance. Yet it is by no means perfect,—being accompanied by inconveniences that are both serious and pernicious. These, in the opinion of the author, both can and must be eliminated. Hours of labor must be shortened especially for those who avail themselves of the special rates of travel; speed of trains increased so as to lessen the time on the road; conditions of travel improved in respect both of comfort and of health; temptations now common must be controlled or eliminated. These are largely matters of technique, and the great importance of the system in its main points demands that they receive careful attention. Reforms in these matters must be undertaken only after careful study. It is a beginning of such a study that the author has undertaken.

The book is characterized by a carefulness and temperateness of statement and by an unfailing habit to look upon all sides of these important questions that commends it as a reliable piece of work.

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Die Lohnämter in Victoria. By ROBERT BOEHRINGER. *Statts- und Sozialwissenschaftliche Forschungen* Herausgegeben, von Gustav Schmoller und Max Sering. No. 154. (Leipzig: Duncker and Humblot. 1911. Pp. viii, 197. 5 m.)

This is a very thorough and systematic study of the wage-boards of Victoria, based upon statutes, factory reports, and other state documents, and upon the investigations of Clark and Aves. There are practically no references to the reports of employers' and workers' associations nor to public opinion expressed in newspapers. In the introductory chapters a useful historical sketch is given of the factory acts and other labor laws of Australia and New Zealand, particularly those providing for conciliation and arbitration in industrial disputes. The New Zealand system, with the arbitration court as its characteristic feature, was established in 1894; the wages-boards of Victoria were created by the law of 1896. In both countries the legislation was passed

in a time of industrial depression chiefly for the purpose of preventing sweating and strikes, and, although some years have elapsed, has not yet passed beyond the experimental stage.

In the year 1909 there were 59 wage-boards, with jurisdiction over as many manufacturing industries, in which 67,000 persons were employed, being over 60 per cent of all persons employed in manufacturing in the state. A wages-board can be created only by vote of both houses of Parliament. The members of the board representing the employers and the employees are usually partisans, so that the decision rests with the chairmen who are usually members of the civil service. Frequently the same person is chairman of several boards. The boards are very painstaking in their work and frequently spend many months in investigation and deliberation before arriving at a "determination." The determinations are usually fairly satisfactory and there are few appeals. In this regard the Victorian system is superior to that of New Zealand, where, before the amendments of 1908, the arbitration court was much overworked. The boards have not tried to establish ideal wages, but minimum wages based upon the average wages paid by "reputable" employers.

The author gives a careful review of the work done by the principal wages-boards, particularly in the baking, furniture, clothing, shoe-making, shirt-making, and underclothing industries. The difficulty of arriving at a workable determination is well illustrated in the furniture trade which is now largely in the hands of Chinese. The board established minimum time wages, forbidding piece wages, and the factory inspectors were unable to discover any infringement of the regulations on the part of the Chinese although they were convinced that both employers and laborers were conspiring to evade the law. The chief factory inspector said in his report for 1899, "This clearly proves how ineffective laws are to establish minimum wages when contrary to the interests of both employers and laborers." Various devices were adopted in order to compel the Chinese to obey the rules of the board, but without avail, and the industry passed more and more into the hands of the Chinese because they could produce more cheaply than the European manufacturers. This is an exceptional case, for as a rule, the boards have done little or no harm to the industries under their control.

It has been often said that the wages-boards would drive capital away from the state, but there is no evidence to show that they

have done so. On the contrary there has been a great expansion of manufacturing industries since the year 1897. Possibly there might have been more improvement if there had been no regulation, but this is a theoretical question which cannot be decided by appeal to statistics. Anyway the boards have not raised wages very much nor enforced unreasonable regulations, and there can be no reason why manufacturers should move to New South Wales or other states where similar regulations prevail.

In general, regulation by the boards has had the effect of raising average money wages and making them more stable, and it is probable that real wages also have been increased, though to a less extent. Strikes are not forbidden by law, as in New Zealand, and occasionally take place, but for the most part industrial peace prevails. To what extent this is due to the wages-boards cannot be determined until the country again passes through a time of industrial depression.

The author is in substantial agreement with the conclusions of Clark and Aves, and like them, is careful not to express any definite opinions as to the success or failure of state regulation of industry.

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Les Fonctionnaires: Leur Action Corporative. By GEORGES-CAHEN. (Paris: Librairie Armand Colin. 1911. Pp. vii, 394. 3.50 fr.)

The organization of trade-unions of public employees has proceeded farther in France than in any other country. But in practically all countries where trade-unions are well established there are indications that the same tendencies are present. In the United States, for example, the organization of public employees, notably in the postal service, has gone forward rapidly in the past ten years. M. Georges-Cahen's book has, therefore, a wide interest although it deals only with the French organizations of public employees.

The chief value of the work to the foreign reader is that it contains the most comprehensive account of the French movement yet written. The author considers the history of the French associations as properly divisible into four periods. The first extends from 1855 to 1898. Very few associations, however, were formed prior to 1890. Until 1898, the associations were entire-